

**AMENDMENT NO. ONE  
TO  
THE UNIVERSITY OF COLORADO FLEXIBLE BENEFITS PLAN  
for  
The University of Colorado Employees and its Affiliates**

**Amended and Restated July 1, 2021**

Pursuant to Section 17.1 of The University of Colorado Flexible Benefits Plan (“Plan”), the Plan is hereby amended, effective January 1, 2024, to read as follows:

1. The following definition for “FAMLI” is added to Section 2.1 in alphabetical order in the Definitions:

“**FAMLI**’ means the University of Colorado’s self-funded and self-administered Family and Medical Leave Insurance program.” a person who meets the criteria for a domestic partner of an Eligible Employee under the Employer’s policy.”

2. Section 7.5.1 of the Plan is amended in its entirety to read as follows:

**“Section 7.5.1 Paid Leave of Absence**

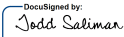
A Participant on paid leave of absence, including FAMLI leave, will continue participation in this Plan and be deemed to have no change in employment or eligibility to continue to participate in the Plan. However, expenses for dependent care incurred during such a leave may not, in all cases, qualify as Qualifying Dependent Care Expenses under the Dependent Care FSA, including expenses that are not work related as specified in the Code.”

This amendment may be executed by electronic signature and in any number of counterpart signature pages and may be delivered by fax and other electronic means, each of which shall be deemed to be originals and together shall constitute one document.


The University of Colorado, University of Colorado Health and Welfare Trust and University Physicians, Incorporated agree to Amendment No. One to The University of Colorado Flexible Benefits Plan effective as of the effective dates of such amendment (“Amendment”).

The undersigned hereby certifies that the foregoing Amendment was duly adopted on behalf of The University of Colorado Flexible Benefits Plan.


THE REGENTS OF THE UNIVERSITY OF COLORADO, A BODY CORPORATE AND A STATE INSTITUTION OF HIGHER EDUCATION OF THE STATE OF COLORADO

By:   
Title: President  
Date: 1/5/2024

Approved as to Legal Sufficiency  
OFFICE OF UNIVERSITY COUNSEL

By:   
Title: Associate University Counsel  
Date: 12/20/2023

UNIVERSITY OF COLORADO HEALTH AND WELFARE TRUST

By:   
Title: Chairperson, Trust Committee  
Date: 12/20/2023

UNIVERSITY PHYSICIANS, INCORPORATED

By:   
Title: Executive Director  
Date: 12/21/2023